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THE SONGS

DEFENSE INTELLIGENCE AGENCY STAFF SUMMARY SHEET

SUBJECT Request for Intelligence Community Staff Survey of Manpower Requirements to Support Imagery Analysis Missions (U)

## REMARKS

1. (U) PURPOSE: To initiate a request for an IC Staff community-wide survey of imagery analysis resources to support required missions.

2. (S) BACKGROUND: NPIC requested a [ ] imagery analyst augmentation from both DIA and CIA in 1974. CIA provided billets, but DIA withheld pending a review of the need for the augmentation. The requirement was addressed by a panel chaired by Brig Gen Rumney in 1975/76. On 5 July 1977, NPIC further requested of DIA and CIA a temporary augmentation of [ ] to meet heavy workloads during September - December 1977, [ ]

3. (C) DISCUSSION: Former DC-2 underwent an [ ] decrement for FY 77 and FY 78 which accounts for the NPIC stated total manpower requirement of [ ] indicated as "overguidance" in the DIA FY 79-83 POI. A recent ASD(C<sup>3</sup>I) review of the POI resulted in their recommendation that [ ] be given to VP beginning in FY 79 [ ] of which are identified for the DIA augmentation of NPIC. In a 16 March 1976 report to the DCI, Brig Gen Rumney indicated a need to determine if there is a basis for increasing the present levels of imagery manpower (enclosure 2). An impartial survey by the IC Staff is needed to verify total imagery resource requirements and to assure that imagery billets are utilized effectively. I am sending Mr. Hicks a response to this effect (enclosure 3). I also am responding to TORs for a proposed imagery study planned by ASD(C<sup>3</sup>I) during the same period (enclosure 4).

4. (U) RECOMMENDATION: That DR sign the memorandum opposite transmitting to ASD(C<sup>3</sup>I) a draft to the IC Staff requesting the desired survey.



#### 4 Enclosures

1. TCS 7047/77, NPIC Memo for DIA/CIA, 5 Jul 77, Cy 5, (TSR)  
1 Cy
2. TS-0002/Brig Gen Rumney Memo for DCI, 16 Mar 76, (TSCW) 1 Cy
3. VP Memo to Dir NPIC (C) 1 Cy
4. VP Memo to RCC (C) 1 Cy

LINCOLN D. FAURER  
Major General, USAF  
Vice Director for Production  
Classified by DIA  
SUBJECT TO GENERAL DECLASSIFICATION  
SCHEDULE OF EXECUTIVE ORDER 11052  
AUTOMATICALLY DOWNGRADED AT TWO  
YEAR INTERVALS  
DECLASSIFIED ON 31 DECEMBER 1985

APPENDED DOCUMENTS CONTAIN CODE

**WORD MATERIAL** — **TOP**

Chen Ning-yang et al.

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until exhausted) DIAK 12-8

**DIA & OSD review(s) completed.**



DEFENSE INTELLIGENCE AGENCY  
WASHINGTON, D.C. 20301

MEMORANDUM FOR THE ASSISTANT SECRETARY OF DEFENSE (COMMUNICATIONS,  
COMMAND, CONTROL AND INTELLIGENCE)

SUBJECT: Request for Intelligence Community Staff survey of manpower  
requirements to support imagery analysis missions

(TSCW) Some time ago, the National Photographic Interpretation Center (NPIC), [redacted] requested a [redacted] imagery analyst augmentation from both the Defense Intelligence Agency (DIA) and the Central Intelligence Agency (CIA). CIA responded immediately; however, DIA, questioning the need and lacking the resources, brought the matter to the attention of the then Assistant Secretary of Defense (Intelligence) (ASD(I)). Subsequently, at the request of ASD(I), an ad hoc panel, chaired by Brig Gen Rumney of the Intelligence Community Staff, was created to examine this resource issue. Although the panel did not complete a report, it did recommend to the Director of Central Intelligence that "COMIREX, the Director of NPIC, and appropriate elements of the Intelligence Community Staff should be charged to determine whether any basis exists for increasing the present levels of photo interpreter manpower and, if such basis does exist, develop a comprehensive, community-oriented proposal to be used by the DCI and the Committee on Foreign Intelligence."

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(TSCW) Meanwhile, on 5 July 1977, the Director, NPIC, in a memorandum to DIA and CIA, requested a separate, temporary augmentation of the Center of [redacted] imagery analysts, mostly for the period September through December 1977. [redacted]

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(C) The resources in both cases could only be made available at the expense of other DIA activities in support of DoD and other consumers of DIA products. Further, the months indicated in the NPIC memorandum also will be a peak workload period for DIA imagery analysts in the satisfaction of DoD requirements. This is therefore a zero sum game in which the anticipated NPIC requirements can be met only by DIA failure to meet other requirements of equal priority and need.

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EXEMPT FROM GENERAL DECLASSIFICATION  
SCHEDULE OF EXECUTIVE ORDER 11652  
EXEMPTION CATEGORY Part B3 (2)  
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(C) Therefore, DIA cannot agree to any augmentation of NPIC without a comprehensive review or survey of imagery missions and resource requirements community-wide, to determine actual total manpower needs and maximum efficient utilization of the limited available manpower. Although the recent Assistant Secretary of Defense (Communications, Command, Control and Intelligence) review of the DIA Program Objectives Memorandum (POM) for FY 1979 - FY 1983 recommended that  billets be allocated to augment DIA personnel assigned to NPIC, a survey still is needed to validate the requirements. More importantly, a determination is needed as to where the personnel resources are to be obtained and what must be abandoned or curtailed to obtain them.

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(U) Because of the serious effects of this issue on departmental manpower requirements, the Defense Intelligence Agency proposes that the Intelligence Community Staff be tasked to perform the survey. The enclosed draft memorandum for your consideration would initiate that action and provide the Intelligence Community Staff with suitable terms of reference for its accomplishment.

1 Enclosure  
Proposed ASD(C<sup>31</sup>)  
Memorandum to  
Dep/DCI for IC (C)

TOP SECRET  
2

DEPARTMENT OF DEFENSE

ASSISTANT SECRETARY OF DEFENSE  
WASHINGTON, D. C. 20301

COMMUNICATIONS, COMINT,  
CONTROL, AND INTELLIGENCE

C-51,284/DB

MEMORANDUM FOR THE DEPUTY TO THE DCI FOR THE INTELLIGENCE COMMUNITY

SUBJECT: Request for Intelligence Community Staff survey of manpower requirements to support imagery analysis missions (U)

(U) The intelligence community has been under considerable pressure during the past few years because of increasing requirements for the limited authorized manpower resources. One of the most compelling manpower problems for the Defense Intelligence Agency (DIA) stems from two requests by the National Photographic Interpretation Center (NPIC) for augmentation of the Center under the provision of NSCID No. 8, one for  billets and the other a temporary augmentation of  billets for the period September through December 1977. (The DIA FY 79-83 Program Objectives Memorandum contains an "overguidance" manpower requirement for  billets, increasing the  figure by  to restore billets decremented in FYs 77 and 78.)

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(C) The request for  billets was studied in 1975/1976 by the Imagery Exploitation Review Panel chaired by Brig Gen Rumney under the auspices of the Intelligence Community Staff. The Panel recommended, inter alia, that COMIREX, the Director of NPIC, and appropriate elements of the Intelligence Community Staff should be charged to determine whether any basis exists for increasing the present levels of photo interpreter manpower. The Director, DIA, firmly believes that there should be an impartial survey of these resource requirements community-wide. I agree with the DIA position.

(C) Therefore, it is requested that the Intelligence Community Staff undertake a survey to determine resource requirements community-wide to support imagery analysis missions, both for exploitation operations in the new collection system environment and for temporary peak workload conditions during the period September through December 1977. The survey should:

- Review and verify current missions and functions.
- Validate current and known manpower requirements.
- Identify additional manpower requirements or excesses (numbers of personnel, geographical areas, specialties, and experience).

DIA

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- Indicate impact on missions without additional resources.
- Review senior management positions within NPIC; determine those which should be filled by CIA/DIA; recommend redistribution of supergrade positions as required to accommodate DIA positions.
- Explore the provisions for staffing NPIC in the future under the terms of NSCID NO. 8, and recommend best means of providing resources.
- In the absence of added billets from outside, determine what activities must be abandoned or curtailed to meet NPIC's request.



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(U) Because of the urgency to respond to the NPIC request for the temporary augmentation of [redacted] billets, an interim report should be made by 1 September 1977 covering that request only. A final report will be due on 30 November 1977. Mr. John J. Hicks, Director of NPIC, and

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[redacted] Chief of the Imagery Analysis Division, DIA, are available for necessary briefings and support.

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DEFENSE INTELLIGENCE AGENCY  
WASHINGTON, D.C. 20316

C-50,149/DB-5

4 AUG 1977

MEMORANDUM FOR THE DIRECTOR, NATIONAL PHOTOGRAPHIC INTERPRETATION  
CENTER

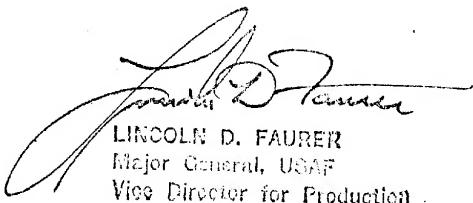
SUBJECT: NPIC Imagery Analyst Needs, September - December 1977

Reference: NPIC Memorandum, TCS 7047/77, dated 5 July 1977, subject  
as above.

(C) While I have thought of every way possible to underscore our good faith in supporting the NPIC concept, the augmentation of NPIC with much needed DIA manpower resources is requested at a time also critical for DIA, when our imagery resources are reduced to a level below that needed to provide adequate support for priority DoD requirements.

(C) Therefore, I have recommended to LTG Wilson that DIA, through the Assistant Secretary of Defense (Communications, Command, Control and Intelligence), ASD(C3I), request that the Intelligence Community Staff undertake a survey to determine resources needed community-wide to support imagery analysis missions, both for exploitation operations in the new system environment and for temporary peak workload conditions during this period September through December 1977. An interim report by the survey team would be required early enough to respond to your request for temporary assistance. In the meantime, I have asked [redacted] to review this resource requirement and be prepared to provide promptly the augmentation shown by the survey to be necessary. 25X1

(U) It is hoped that this course of action will lead to a more precise means of staffing the production elements of NPIC and of exercising community control of imagery analysis costs. I will appreciate your support.

  
LINCOLN D. FAUREK  
Major General, USAF  
Vice Director for Production

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SCHEDULE OF EXECUTIVE ORDER 11052  
AUTOMATICALLY DOWNGRADED AT TWO  
YEAR INTERVALS  
DECLASSIFIED ON 31 DECEMBER 1983

CONFIDENTIAL

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UNITED STATES GOVERNMENT

# Memorandum

TO : RCC

FROM : VP

SUBJECT: Terms of Reference for IC Staff Study of Imagery Resource Requirements (U)

DATE: 4 AUG 1977

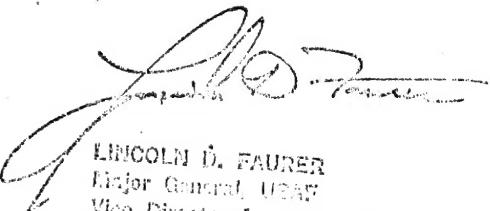
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1. (C) The proposed Terms of Reference do not address the full spectrum of community problems related to imagery interpretation resources. In addition to the [redacted] billets in an "overguidance" manpower requirement for NPIC in the DIA FY 79-83 Plan, issued on 5 July 1977 requested of both DIA and CIA a temporary augmentation of [redacted] billets for the period September-December 1977. Before there can be any resource adjustments, there should be a review or survey community-wide of missions and resources for imagery analysis, not limited to NPIC/DIA/CIA. This survey should include a preliminary view as soon as possible (1 September suggested date), addressing the NPIC request for imagery augmentation, followed by a comprehensive assessment of the total imagery resource picture, the potential sources for augmentation, and the impact of transfer of resources.
2. (U) VP has correspondence enroute to DR and ASD(C3I) and the Deputy to the DCI for the Intelligence Community. Copies are attached for your information. Final DIA comments on the proposed Terms of Reference for the IC Staff Study should be wholly consistent with the proposed DIA initiated correspondence.

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2 Enclosures

1. DIA Memo to ASD(C3I),  
(TS/TK) 1 Cy
2. DIA Memo C-51,284/BB  
(C) 1 Cy

  
LINCOLN D. LAUDER  
Major General, USAF  
Vice Director for Production

Regraded CONFIDENTIAL when  
separated from TS/TK  
enclosures

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EXEMPTION CATEGORY Para 5B (2)  
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